

1011

179

1911

EAST AFR. PROT.

12352

RECEIVED

Governor 126
Fireguard

Date.

1st March

Feels sure that the work will be well done by the
members of the service. Great alterations to be made in
the organization of the work. Proposes further enquiry as
to the existing and proposed stations.

Previous Paper.

5616

Mr. Butler

The Governor suggests two formats

(1) he proposes that in view of his
obligation to send by the U.C. line, papers
should be packed in two boxes of a
nature of a portable kind. As for
the second format, it is to open a station
of a nature which would be as desirable
if there were a choice of facilities, as
the first is.

To be done by the
Governor's secretary
to be done by the
Governor's secretary
to be done by the
Governor's secretary

Next subsequent Paper

5615

only one to be made by the U.S.
I am inclined to affirm the former
proposal
As to the question of satisfaction
of the suit steam sailings I
do not think that we should agree to
the proposal to grant pay in respect
of such satisfactions — certainly could not
do so without again approaching the
pressing, and that I am better to do
but in the other hand I always have
thought that it was somewhat hard
that an officer should lose entirely
the pay which he sometimes has to
forego owing to the inconvenience of
steam sailings — has which may
be amount to as much as 15 days

1890

And I should have proposed, in
drafting the new rules, that an
officer should be allowed to add
any law thus - but as to his
best law, had I not thought
that the system would be too
complicated in practical working if,
however the local people, who are
the best judges in such a matter,
think that it would be perfectly
simple in practice, I see no objection
to it, and would approve the
Governor's proposal.

If he decides to pass (18) he
should inform the Governor at once
by telegraph, as they will want to
know at once for the purpose of

Calculating how an officers' have
 certificates. A decision is ~~passed~~ ^{passed} ~~is~~
 is not to report, as the point will
 not arise until the termination of
 officers' have, and it will be for the
 at the end to ^{inform officers of} ~~effect~~ ^{the decision}
 when, the question of an unprop. the
 date of their return sailing ^{officers}
 I do not think that he need
 go to the drawing with regard to either
 of the two concessions which I could
 of ~~kind~~ ^{kind} ~~these~~ ^{these} ~~private~~ ^{private} ~~whereby~~ ^{whereby} ~~to~~ ^{to} ~~the~~ ^{the} ~~draw~~ ^{draw}
 looked to make - only the question
 of length of have as ^{workers}, not
 question of pay on have. It will
 be ^{important} to inform them, eventually
 by sending them a copy of the ^{best}
 rules as finally ^{approved}
 A further point arises which

requires immediate decision as
 already as a two officers have
 passed it. An officer already on
 have to be provided the purchase of
 the ^{best} ^{has} ^{regulations} ^{concerning}
 length of have, I would make ^{the}
 of ^{apart} ^{the} ^{drawing} ^{have}, ^{if} ^{that}
 all officers proceeding in have ^{before} ^{that}
 date to come under the old have ^{type}
 all officers proceeding in have ^{after} ^{that}
 date to come under the ^{new}. I
 know that there is hard on officers
 of whom ^{it} ^{is} ^{believed} ^{there} ^{is} ^a ^{great}
 number, who came on have ^{first}
 before the ^{use} of ^{apart}, but ^{whereas}
 in ^{fact} the ^{drawing} ^{have}, ^{there}
 should be cases of ^{hardship} ^{but}

As regards pay in leave, I think
that we might let all officers have
a leave draw full pay in respect of
the short notice the old system. This might settle
any ordinary leave (after the 1st of April
the concession will be a certain extent
make up to him for his hardship
of having the privilege of the new system
as regards length of leave. If he
wishes to part with his leave, he
should perhaps be permitted to offer the
premium by telegraph. (but no further
details) of acting allowances (may be raised)

ASB 24/4

Mr. Liddes

We told the Governors in our despatch of the 24th
of February on 6616 that on points of principle they
were not at liberty to suggest terms more liberal than
those which had been approved by the Treasury. Both the
suggestions made by Sir P. Girouard in this despatch
appear to me to be points of principle, and as the Treasury
have had the actual text of the rules before them I feel
that

that we could not sanction the proposals made by Mr.
Batterbee with a view to meeting Sir P. Girouard's
views without going to the Treasury. This I am strongly
disinclined to do. Both the points now raised were
clearly in our minds in framing the rules which we sent
to the Treasury, and are expressly dealt with in those
rules. There has been no oversight. If we now asked
the Treasury to re-consider these points, they would
say either that we do not know our own minds or that
we make ~~an~~ ^{every} concession (and the new leave rules are
a very liberal concession) the base for a further ad-
vance.

Under the old system officers got no extra leave
for periods of service between 20 and 25 months and
between 25 and 30 months, and nothing extra for service
beyond 30 months even if the overtime amounted to a year.
Under the new rules an officer cannot serve overtime
for more than 29 or 30 days without earning extra leave
for his overtime. This is a great advance. It is true
that owing to the agreement with the Union Castle
Steamship Company a number of officers who will serve
two or three weeks overtime without getting extra
leave will be comparatively large. But even in West
Africa the difficulties of relief owing to long dis-
tances and inadequate transport facilities often in-
volve a man serving overtime for a similar period with-
out compensation. The grievance now ~~felt~~ ^{felt} in East Africa
is inconsiderable in comparison with the difficulty
of going back on our own proposals and making further
demands on the Treasury.

I feel much the same about the difficulty of
officers returning from leave. The necessity in some
cases of going back earlier, or as an alternative of
taking

taking additional leave for some days without pay, existed under the old system, and was one of the grounds on which we felt it necessary to get an improvement in the leave conditions in other directions. I think that it would be impossible to have anything to do with a system which involved carrying on leave from one period to another, and I fear we can only take the ground with the Governor that the ~~reformation~~ of the present arrangements as to return from leave is part of the bargain which the new leave rules represent and must be adhered to. We must rely on improvements in the Steamship service to attenuate the hardship in course of time.

The third point raised by Mr. Lattersee at the end of his minute is on a different footing. It is a matter for administrative decision to what extent the new leave rules shall be applied to officers actually on leave on the 1st of April, when the new rules came into force. I think that such officers may reasonably benefit to some extent, although their leave was actually granted before the rules came into force, and I think a fair compromise is that they should benefit in pay, as Mr. Lattersee proposes, but that we should not re-calculate the length of their leave ^{to do this} apart from the trouble it would give. It might upset the arrangements made in the Protectorate for the relief of officers now serving. There is no need to go to the Treasury on this point.

Yours

Apr 25

I am inclined to take the 1000 rule, on the ground that it agrees with Mr. Lattersee's view, and is more in accordance with the spirit of the arrangements.

Yours &c
 J. C. L. 27

I have spoken to you about the amount of help being sought, but the response has been as to show you have no objection - it is a case of head, I hope. I think you will find that in addition should be willing to allow some alterations in grounds to Treasury are ready to agree & have accordingly written to approach the Treasury and he is ready to promise the fact is that he is power to promise that the Treasury will not be involved in the basis of the draft which I have submitted for comment.

Certainly: I did not intend to approach a unwilling person.

JCS
 3/5

EAST AFRICA PROTECTORATE.

Nairobi March 1911.

NO. _____

Sir,

I have the honour to acknowledge the receipt of your despatch No. 105 of the 24th ultimo enclosing revised Leave Regulations which may, subject to any observations I wish to make, be brought into force on April 1st.

2. The Regulations will, I feel sure, be generally welcomed by the members of the service, who greatly appreciate the consideration for their welfare shown in the more liberal conditions now proposed.

3. There are however one or two small points which, resulting as they do from the new agreement with the Union-Castle Line, may possibly not have been fully considered.

4. The fact that this line has four-weekly sailings only makes it almost impossible, except by a rare coincidence, for an officer either to take his leave on the expiry of service of an exact number of calendar months or to return exactly at

the

THE RIGHT HON.

LEWIS HARGRETT, P.O., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

the termination of the leave he has earned.

5. I think that in view of this the concluding words of 1 (b) of the new Regulations operate somewhat harshly, inasmuch as they might conceivably deprive an officer of any leave in respect of as much as 27 days' service, supposing that his steamer left one day before the expiry of a period of completed calendar months. I would therefore venture to suggest that it would be perfectly fair and quite easy to substitute for the words "but no additional" the word 'proportional', and add "but any fraction of a day's leave so earned will be ignored." This would not involve any abstruse or difficult calculation, and in I think reasonable in view of the obligation on officers to travel by one particular line.

6. I do not think moreover that it can be considered to suggest terms more liberal than those approved by the Treasury. To ignore a fraction of a month's service would be no hardship if there were a choice of steamers, which would enable an officer to arrange to proceed on leave at a date reasonably soon after the expiry of a period of completed months. But, as things are, he has no such choice.

7. Similarly on return from leave he is confronted by the same problem. He must either forego part of the leave he has earned in order to go by an earlier steamer, or, if the dates allow of his receiving an extension, that extension is unremunerable and carries no pay. Here too I think that, once more having regard to the obligation to travel

by one particular line of steamers, paragraphs 3 and 9 might reasonably be revised so that such extensions could be granted on pay, and further that if an officer has to travel by a steamer leaving before his leave has expired he may add the unexpired portion to the next leave he takes. As stated this may sound complicated, but it would be perfectly simple in practice. As matters stand an officer may lose 14 days, i. e. the leave earned by almost three months' service, which would appear manifestly unjust.

8. I trust that I shall not be thought to be asking for an alteration in the proposed Regulations in order to meet a few isolated cases. On the contrary, except by the rarest coincidence, every officer in the service is necessarily affected every time he goes on leave, and I hope therefore that I may be pardoned for criticising proposals which are in the main so generous and acceptable.

9. I am addressing you separately on the subject of healthy and unhealthy stations.

I have the honour to be,

Sir,

Your humble obedient servant,


GOVERNOR.

Sw
2552
Gal

27 April

DRAFT

Have decided that
to Carolina
pieces actually in hand
at the end may remain

Wm
Nancy
MINUTE
Mr. H & B 3/4

sample of seat
allotted
to put in respect of
pay for all of them after
ambulance
of again

Mr. Bates
Mr. Alder
Mr. East
Mr. ...
Mr. ... Lucas
Mr. ... Lucas
Mr. ...

in respect of
of ...

Mr. Ho ...
hope ...
that ...

at all ...
to ...

of ...
of ...
of ...

to ...
they are ... as much
added to the ... as
... of the ...
... of the ...

29 April

DRAFT.

Minerals
Nairobi

MINUTE

- Mr. H. B. [unclear]
- Mr. Butler
- Mr. Finlay
- Mr. Just
- Mr. Cox

- Sir G. Lucas
- Jud. Lucas
- Col. [unclear]

Mr. Harcourt 2 d/s

Draft. It is most important
that the [unclear] should

at all the decision as to [unclear]
the [unclear] of [unclear]

There is no need to [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]

has decided that
[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]

traces of law have
[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]

[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]
[unclear] [unclear]

Inform Jackson

I have [unclear] to
[unclear] [unclear] and to
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]
[unclear] [unclear] [unclear]

W

for EAP
12352

10 1893

my Personal
Gentlemen

29th Oct 1911

DRAFT.

Ca

MINUTE.

Mr. A. B. 28/4

Mr. Butler 28/4

Mr. Fiddes.

Mr. Just.

Mr. Cor.

Sir C. Lucas.

Lord Lucas.

Col. Secy.

Mr. Harcourt

has already mentioned the
only as to that day of the
his I have proposed they should
be better during the afternoon
all of these Rules
to be formed 5616

I am to
transmit to you, for your
info & guidance, the
accompanying draft of the
new & proposed Rules
which have been adopted
for the EAP, Argentina
and Maryland.

The new Rules
have been submitted to
the members of the League
have been considered and
approved by the
Protectors concerned &
the new Rules
of the rules
which are to be
formally

be made in respect of the
length of hair, and
you should be
accounted
by ~~him~~ in writing
say for about the
year 1800

(30) 9/11

pro cap
12352 470

10 of May 1911

DRAFT

Century & the
Travelling

MINUTE

- Mr. Ash 3/6
- Mr. Butler 4
- Mr. Fildes 5
- Mr. Just.
- Mr. Cog.
- Sir C. Lucas
- Lord Lucas.
- Col. Scott
- Mr. Harcourt

pro 12352 22 March

letter no 2672 of the
2nd of Feb. I am etc
to transmit to you, for
the reason of the ill of
the Travelling, the accompanying
Copies of a dispatch from the
pro of the cap. as the
subject of the law have
and passage. Regulations
2. As regards the
first point raised by
the Commission, through

the court admits
that, owing to the
movement into the
known Costa Rica
the number of pieces
which will run two a
three weeks over time
without getting into them
with a comparatively large but
there is some room
introducing the principle
of printing has a respect
of a portion of a water
column. It is true
that in West Africa
there are weekly sailings
of the coast

411
and that through the
and not (detained) ~~the~~
the frequency of steam sailings,
Buenos Aires, but even
two West African lines
the difficulties of stop
owing to long distances
and inadequate transport
facilities often make
an office having routine
periods approaching
for a similar period
month
with an exception
3. As regards the
being found said by
the present a paragraph
of his dispatch, he
has not felt that
One answer should be

made As he I. found

found out the price

must take price of the

part of the day ^{which}

he has taken to get to

beats by an ~~other~~ stream

or of his ~~other~~ ^{best} interest

of his ~~own~~ ^{own} as ~~later~~ ^{later}

he must take the intention

but not pay and cannot

pay it as ~~part~~ ^{part}

seems in his ~~best~~ ^{best} interest

cannot ~~pay~~ ^{pay} the ~~part~~ ^{part}

but such ~~part~~ ^{part} shall

be paid into pay, but

he ~~will~~ ^{will} be ~~able~~ ^{able} to ~~pay~~ ^{pay}

The ~~part~~ ^{part} ~~of~~ ^{of} ~~the~~ ^{the} ~~part~~ ^{part}

the suggestion that
an officer has been
by a steamer having
hope his name has
I find he may
the captured parties
to his next ^{period} ~~part~~

This suggestion ^{will have}
been included in the
revised ~~last~~ ^{part}
as originally ~~last~~
it has been thought
that his ^{arrangement}
will be too complicated
in working ^{if} however
the local authorities

are satisfied that it
should be perfectly simple in practice,
in accordance with the
the intention of the
proposal

[Signature]
(22) 2997